

# POLICE CHIEF

Town of **Prosper, Texas**

Recruitment Services Provided By





## The Opportunity

The Town of Prosper is offering a compelling executive opportunity to a forward-thinking law enforcement professional experienced in implementing contemporary police leadership and public safety strategies. The next Police Chief will enhance both internal and external operations in a well-resourced police department serving a growing North Texas suburban community.

# About Prosper

As the "place where everyone matters," the Town of Prosper is ideally situated in the fast-growing North Texas region, 35 miles north of Dallas and 55 miles from Fort Worth at the intersections of Preston Road and U.S. Highway 380. Prosper is a welcoming community located just minutes from the Dallas North Tollway cities of Frisco and Plano. Prosper includes areas in both Collin and Denton Counties, with most of the Town's population residing in Collin County. With a current population of about 46,500 in approximately 27 square miles, Prosper continues to grow and develop. By 2031, Prosper's population is estimated to top 65,000 residents. Housing starts or new builds and increasing commercial development are among the primary drivers associated with Prosper's growth and expansion. Prosper offers all the amenities of suburban life delivered with small-town charm. The Town boasts several large-scale planned communities, a variety of outdoor recreational activities, and the ability to shop in the trendy boutiques of historic Downtown – activities which keep Prosper's residents rooted in the community.

Prosper is known for its system of parks, recreational activities, excellent education system, and friendly people. Prosper enjoys a keen sense of community; residents take pride in the Town's history and look to the future with optimism. They come together to celebrate festivals and parades, enjoy local music, and to support one another in times of need. It is no surprise that Prosper's residents and visitors enjoy the comfortable welcoming atmosphere.





## Town Government

Prosper was incorporated in 1914 with a commission form of government and a population of approximately 500. In 2006, Prosper's citizens adopted its Town Charter and established a Council-Manager form of government. Prosper's governing body consists of the mayor and a six-member Town Council all of whom are elected at-large.

Prosper's day-to-day operation is handled by the Town Manager who serves as the Chief Executive Officer. In accordance with the Town's Charter, the Town Manager, with the support of a Deputy Town Manager, an Assistant Town Manager and Department Directors, provides guidance to the Town Council for the administration of the majority of the Town's operations.

As a full-service community, Prosper's external services include Animal Control, Building Inspections, Communications & Community Engagement, Economic Development, Engineering, Health & Code Compliance, Library, Parks & Recreation, Municipal Court, Planning, Public Works, Storm Water Management, and Fire & Police. The Town's internal services include Finance, Human Resources, Information Technology, Purchasing, and Data & GIS. Some services, such as legal and solid waste/recycling, are outsourced in full or in part.

The Town of Prosper's operating budget can be found [here](#).

# The Police Department

The Prosper Police Department is guided by its core values of character, competence, compassion, courage, and commitment. Its members strive to make Prosper a secure and welcoming place to live, work, and visit while delivering public safety services that reflect both innovation and accountability. The Police Department carries out its mission by delivering comprehensive law enforcement and community policing services to its residents, businesses, organizations, and visitors. The Police Department relies on the skills, knowledge, and expertise of its members to ensure rapid response and high visibility carried out with professionalism, integrity, and a firm commitment to upholding ethical standards.

The Department utilizes a data-driven, evidence-based crime reduction model to guide the prioritization of and response to crime trends using real-time information. A suite of modern technological platforms, including Automatic License Plate Readers (ALPRs), a Realtime Crime Center Software platform, unmanned aerial systems (drones), and internal dashboard systems enhance interdepartmental communication, organizational transparency, and situational awareness. This strategic use of technology and real-time information enables the Police Department to successfully realize its companion obligations to protect life and property, preserve the public peace, and consistently deliver high quality public safety services.

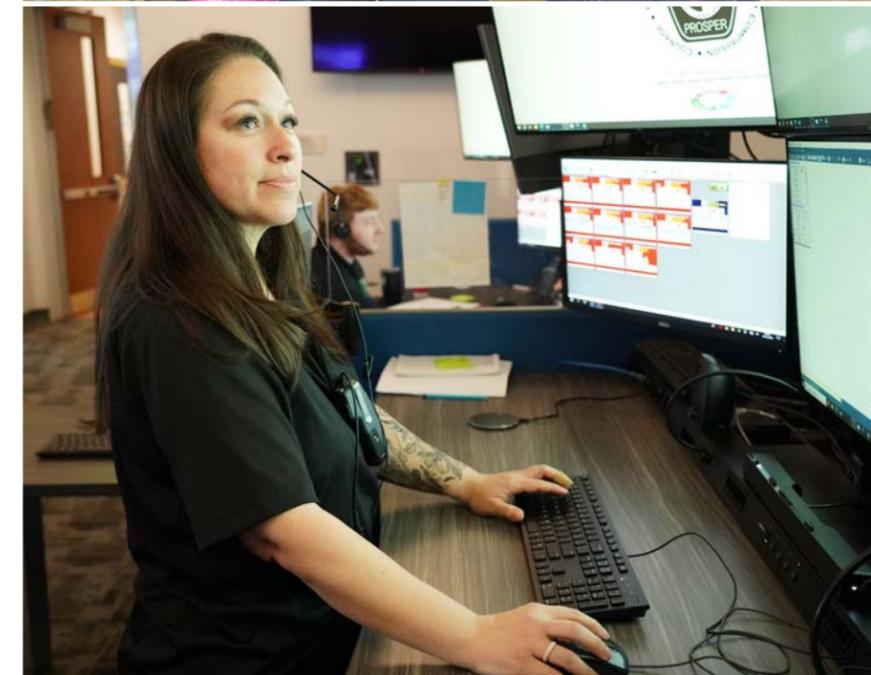
The Police Department consists of two bureaus, Field Operations and Specialized Services. Under the direction of an Assistant Police Chief, the Field Operations Bureau carries out Prosper's patrol and traffic services, crime analysis, and administrative functions. A second Assistant Police Chief oversees the Bureau of Specialized Services which is home to Criminal Investigations, Support Services, 9-1-1 Communications, Records, Crime Victim Advocacy, the K-9 Program, and the Department's volunteer programs for Reserve Police Officers, Police Chaplains, and Community Volunteers.

The Police Department is committed to developing and maintaining effective community partnerships. The Police Department's personnel recognize the crucial role these partnerships play in maximizing the Police Department's ability to keep Prosper a safe place while affording community members with the opportunity to actively participate in public safety focused activities alongside the men and women of the Prosper Police Department.

The Prosper Police Department is an accredited agency pursuant to the Texas Police Chiefs Association's Best Practices Accreditation Program, a voluntary, state-specific program that evaluates law enforcement agencies against more than 170 best practices. This comprehensive process is designed to ensure effective service delivery, reduce organizational risk, enhance accountability, and protect individual rights while validating compliance with Texas-specific law enforcement standards.

**\$ \$27.7M**  
FY 2025-2026 Budget  
(Police Department and 9-1-1 Communications)

**99FTE**  
Employees (72 sworn)



# The Position

The Police Chief is a valued member of Prosper's executive leadership team. Reporting to the Town Manager, the Police Chief is responsible for the planning, organizing, staffing, directing, coordinating, reporting, and budgeting functions directly associated with leading the Police Department. Other essential duties of the Police Chief include:

- Implementing public safety strategies which emphasize proactive approaches to reducing crime and enhancing traffic safety, supported by practical actions and quantifiable results.
- Working effectively to build new and nurture existing police-community partnerships with a broad cross-section of homeowner and neighborhood organizations, community-based organizations, faith-based organizations, business interests, and interested others.
- Ensuring a unified organizational culture that is supportive, promotes teamwork, equitable opportunities, and is characterized by elevated levels of trust, accountability, professionalism, and continuous improvement.
- Serving as an active, present, and engaged leader while similarly participating as an active member of the Town's Leadership Team, representing the Police Department to other departments, elected officials, external agencies, and the community.
- Supervising and preparing special studies, comprehensive reports, and staff reports contributing to the overall effectiveness and transparency of the police department's operations; making oral presentations; and assisting the Town Manager as required.



# Ideal Candidate

Prosper is seeking a highly ethical, professionally skilled, technologically savvy, and inspirational leader to serve as its next Police Chief. The ideal candidate will possess certain traits and experiences that lead to success, including:

- Direct experience serving as a police chief, assistant/deputy police chief, or similar high-level police executive in a police department of comparable size and operational complexity where the work of patrol services is understood and valued.
- A demonstrated record of inclusive leadership, effective relationship building, cooperative collaboration, and active engagement both within and external to the Police Department.
- An elevated level of visibility, active presence, organizational engagement, and transparent interactions both within the Police Department and in the community.
- Top candidates will have proven experience working effectively to build strong and healthy labor-management relationships with both sworn and professional staff.
- The most successful candidate will have a proven ability to balance competing interests and priorities. The Police Chief will need to be a strong, authentic, and effective communicator who possesses a high degree of self-awareness, humility, and emotional intelligence with the proven ability to lead from the front while serving as a unifier capable of bringing out these qualities in others.





## Qualifications

Any combination of equivalent experience and training that would provide the required knowledge, skills, and abilities may qualify. A typical way to obtain the requisite knowledge and abilities would be:

### Education:

- Graduation from an accredited university or college with a Bachelor's degree in Criminal Justice, Police Science, Public or Business Administration, or a related field. Master's degree is preferred.
- Completion of at least one of the following is desired: FBI National Academy (FBI NA), Senior Management Institute for Police (SMIP), Southern Police Institute, Law Enforcement Management Institute of Texas (LEMIT), or other similar executive development coursework.

### Experience:

- Ten (10) years of progressively responsible experience in municipal police work, including four (4) years in a police administrative or executive capacity.

### Licenses & Certifications:

- Possession of valid Texas Peace Officer License from the Texas Commission on Law Enforcement (TCOLE) is required or must be obtained within three months of employment. Valid certifications must be maintained throughout employment.
- Possession of a valid State of Texas Class C driver's license is required or must be obtained within 90 days of employment.

### Additional Requirements:

- The selected candidate must pass all pre-employment screenings, including drug and alcohol screening, medical examination, psychological assessment, a background investigation, an FBI criminal background fingerprint check, and other municipal or TCOLE requirements.

# Salary & Benefits

The annual compensation range for this at-will position is **\$170,000 to \$200,000**. Placement within the range will be commensurate with experience and qualifications. Prosper offers an excellent benefits package. Key benefits include:

**Retirement:** Prosper matches the employee's required contribution of 7% to the Texas Municipal Retirement System (TMRS). The retirement program contributions are matched on a 2:1 basis with vesting in five years.

**Social Security:** The Town of Prosper requires employee contributions to the Social Security System.

**Health & Wellness:** The Town of Prosper provides a comprehensive benefits package as part of the total compensation package. These benefits support employees and their families through important life events. These benefit offerings include:

- Medical
- Life Insurance
- Dental
- Long Term Disability Insurance
- Vision

**Paid Time Off:** Vacation, sick leave, and holidays.

**Vehicle/Equipment:** Prosper provides a vehicle, uniforms, firearm, and other equipment.

**Technology:** A laptop and mobile phone are provided.

**Other Benefits:** Tuition reimbursement and an Employee Wellness Program are available.





# Application & Selection Process

All qualified candidates are strongly encouraged to submit a compelling letter of interest and comprehensive resumé online before **Monday, March 30, 2026**, at:

[www.mosaicpublic.com/careers](http://www.mosaicpublic.com/careers)

Due to the public nature of searches in the State of Texas, before submission of materials, confidential inquiries are welcomed to:

**CONFIDENTIAL INQUIRIES ARE WELCOMED TO:**

Chief Jacqueline "Jackie" Seabrooks (retired)

[Jackie@mosaicpublic.com](mailto:Jackie@mosaicpublic.com) | (916) 581-1430

*The Town of Prosper is an Equal Opportunity Employer.*

This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Texas. In accordance with public disclosure/open records laws, information submitted for consideration may be made available to the public upon request by interested parties.

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[www.mosaicpublic.com](http://www.mosaicpublic.com)